

13 December 1982

MEMORANDUM FOR: Personnel Officer, DDA

FROM:

C/HRPS/OP

SUBJECT: Directorate Clerical Attrition Rates

1. At your request, I have reviewed the clerical attrition rates for the Agency Directorates for the last four fiscal years. Attrition for this review was defined as the net losses due to reassignments, ceiling changes, category changes, and separations (EODs were not considered). Directorate attrition for the four year period is as follows:

NET OUTFLOWS (CLERICAL)

| <u>FY</u> | <u>DCI</u> | <u>S&T</u> | <u>DDI</u> | <u>DDO</u> | <u>DDA</u> | <u>CIA</u> |
|-----------|------------|----------------|------------|------------|------------|------------|
| 1982 | | | | | | |
| 1981 | | | | | | |
| 1980 | | | | | | |
| 1979 | | | | | | |
| TOTAL | | | | | | |

2. Several points should be made to help explain the data displayed above.

a. The skewed FY 1980 percentages for the DCI and DDA are due to the transfer of OP to the DCI.

b. The 1979 DCI clerical gain is due to a combination of high ceiling gains and low losses in all categories.

c. The 1979 DDA clerical loss is due to a combination of low reassignments-in and high losses due to separations, reassignments-out, and category changes.

d. The high 1982 clerical losses in all Directorates is apparently due to a combination of increased conversion of clerical employees to the technical category, and a reduction in gains through ceiling conversions.

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3. If I can provide further assistance in expanding any of the points noted above, or in providing additional data, please give me a call on

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24 November 1982

MEMORANDUM FOR: Personnel Officer, DDA

FROM:

C/HRPS/OP

SUBJECT: OC and DDA Attrition Rates

1. At your request, I have reviewed the attrition rates for both OC and DDA for the last four fiscal years. Attrition for this review was defined as the net losses due to reassignments, ceiling changes, category changes, and separations (EODs were not considered). The FY 1982 data for OC and DDA is as follows:

FY 1982 NET OUTFLOW

| | <u>OC</u> | <u>DDA</u> |
|----------------|-----------|------------|
| Professionals: | | |
| Technicals: | | |
| Clericals: | | |
| Wage Board: | | |
| TOTAL: | | |

The overall OC and DDA outflows for a four year period are as follows:

NET OUTFLOWS (PROFESSIONAL/TECHNICAL)

| <u>FY</u> | |
|-----------|--|
| 1982 | |
| 1981 | |
| 1980 | |
| 1979 | |
| TOTAL | |

NET OUTFLOWS (CLERICAL)

| <u>FY</u> | |
|-----------|--|
| 1982 | |
| 1981 | |
| 1980 | |
| 1979 | |
| TOTAL | |

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2. A brief review of the data highlights several areas, including the following points:

- a. OC loses professional/technical employees at a rate higher than the DDA. This disparity is due to a higher OC technical attrition. However, the OC net loss rate of professionals/technical seems remarkably consistent (high and low years, other than FY 80, represent a total difference [redacted]).
- b. The high attrition rate for professionals/technical in FY 1980 (and the low rate in FY 1981) seems related to an FY 1980 early-out.
- c. OC clerical attrition showed a significant jump in FY 1982 due to reassignments-out. This was due to relatively high-graded clerical positions being offered by Agency components moving into new quarters [redacted]. Otherwise, OC loses clerical employees at a rate lower than the DDA.

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3. In summary, no statistically significant trends appear to be detectable through a review of OC's net attrition during the last four years. I will maintain the detail data sheets on file to respond to any further questions you may have concerning this summary.

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